



Minnesota State Demographic Center

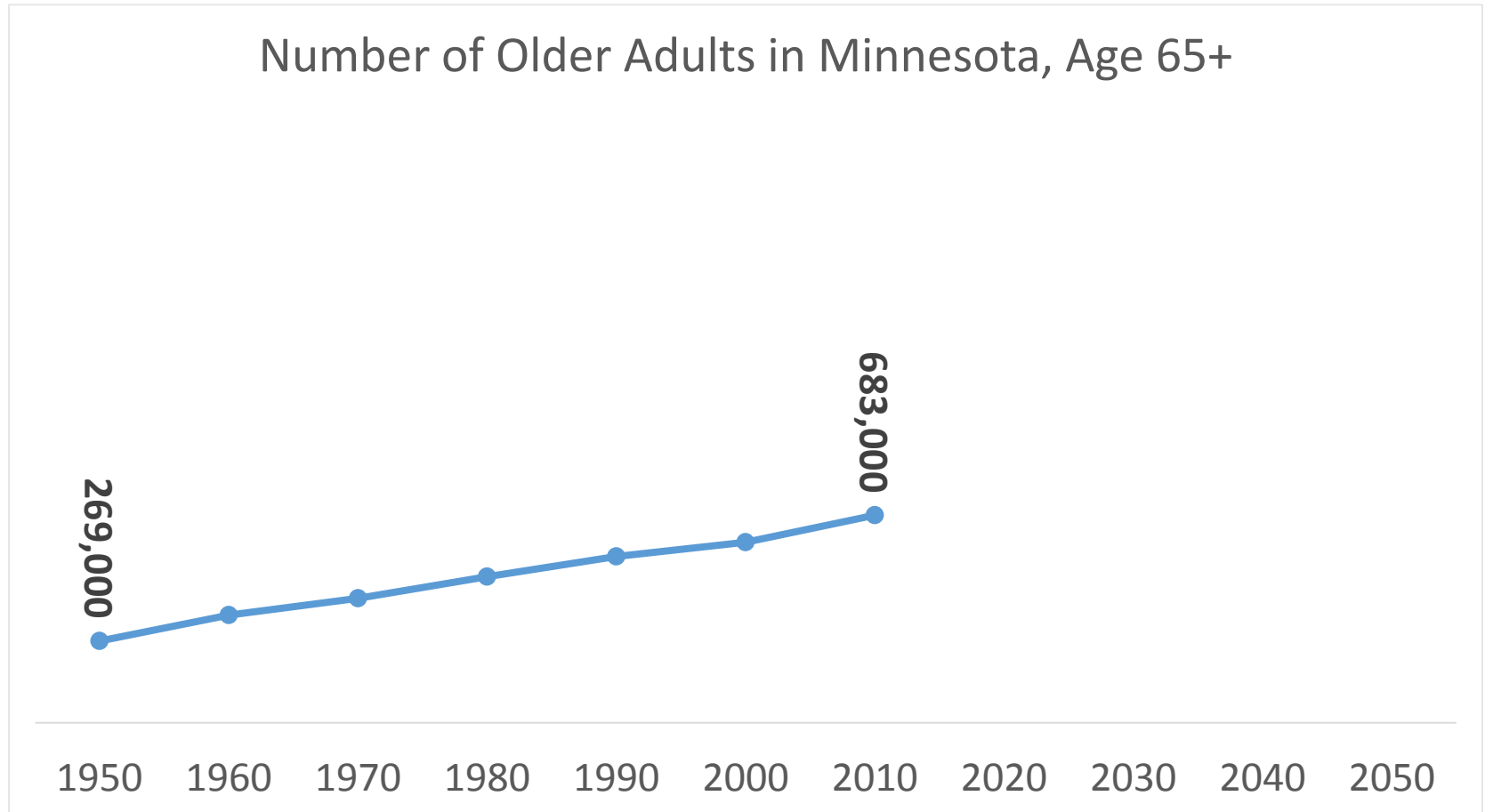
DIRECT CARE/SUPPORT WORKFORCE SUMMIT

Susan Brower, Minnesota State Demographer

July 26, 2016

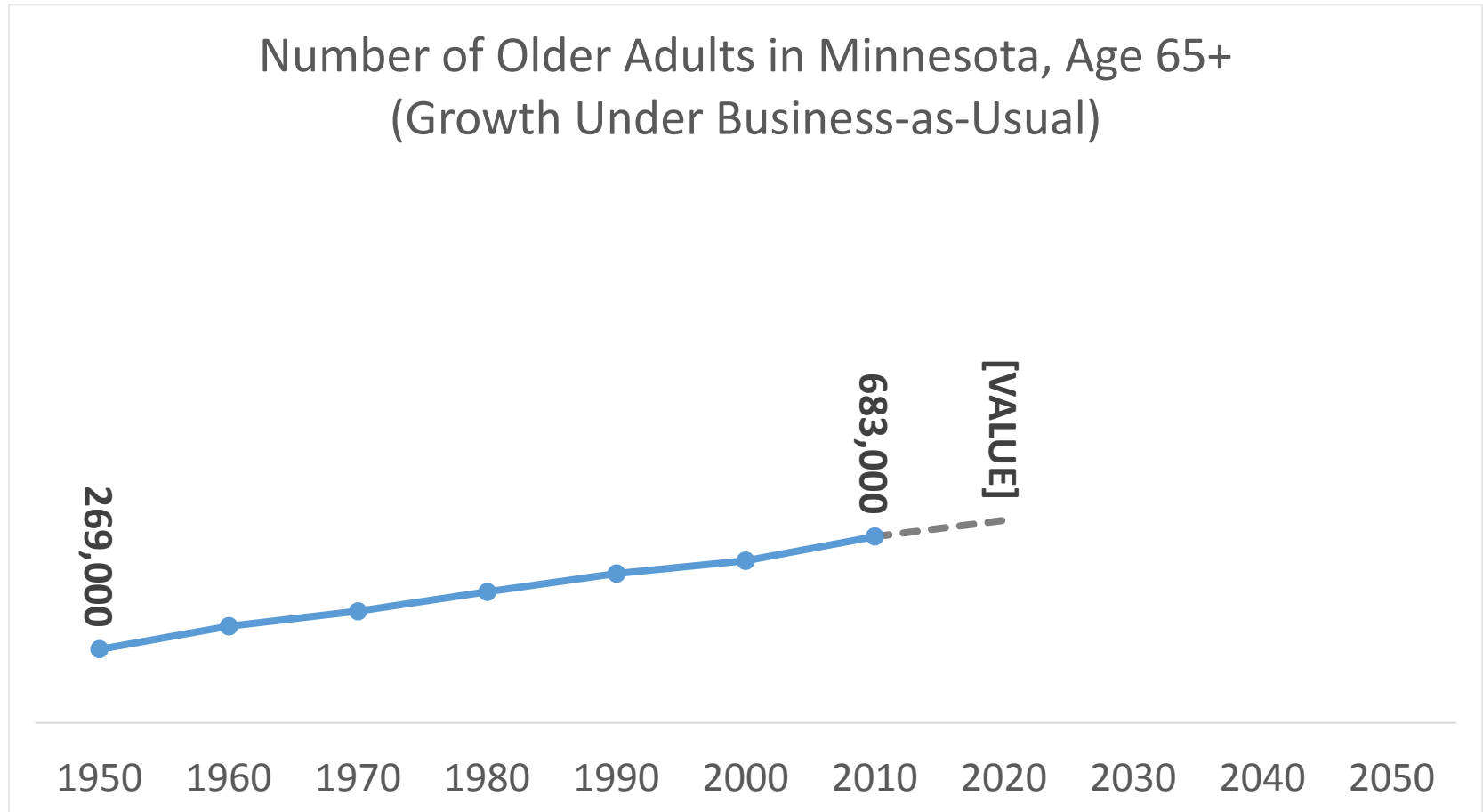


Minnesota's older adult population has grown steadily since at least 1950



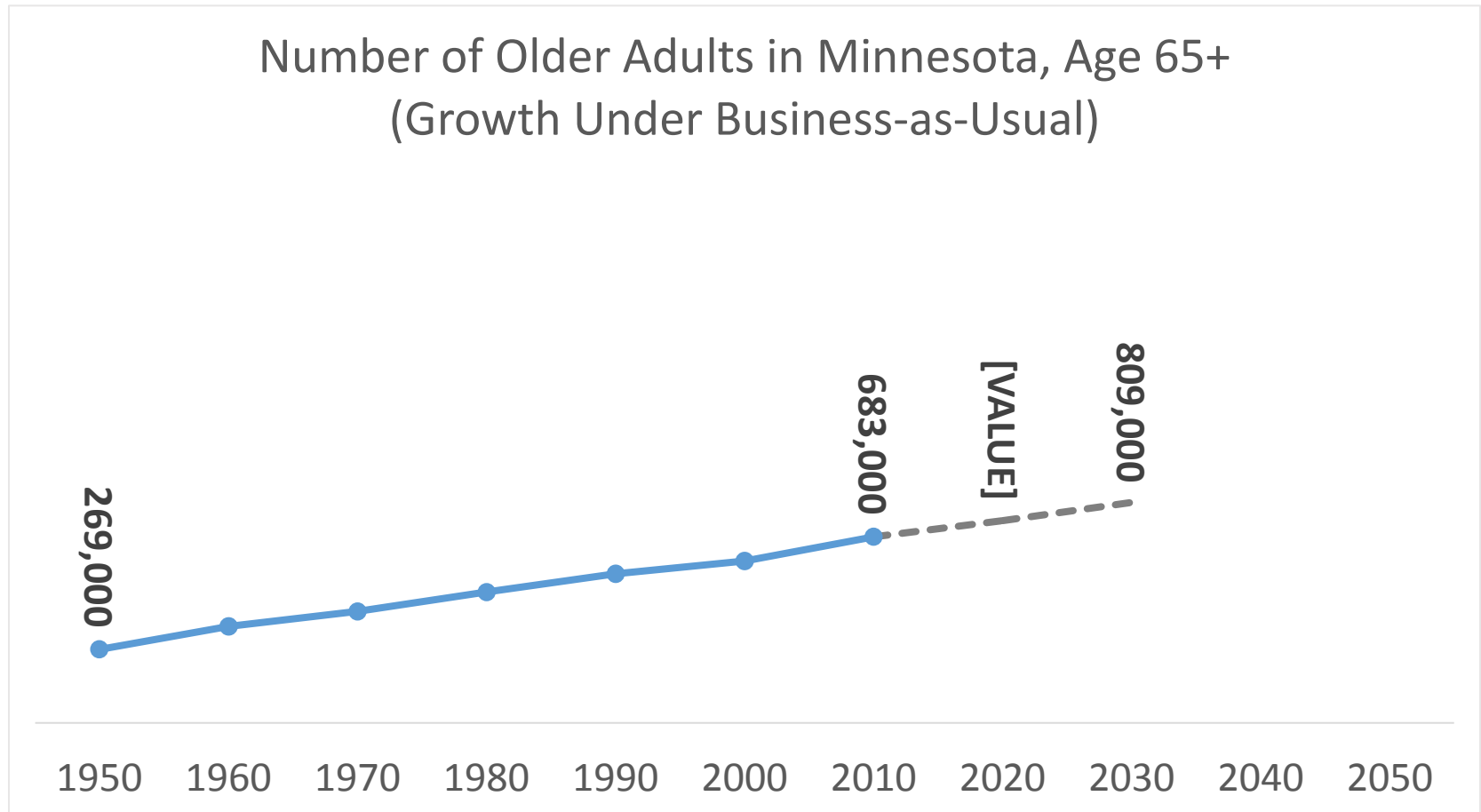
Source: U.S. Census Bureau

If Minnesota were to continue to age as it has in the past...



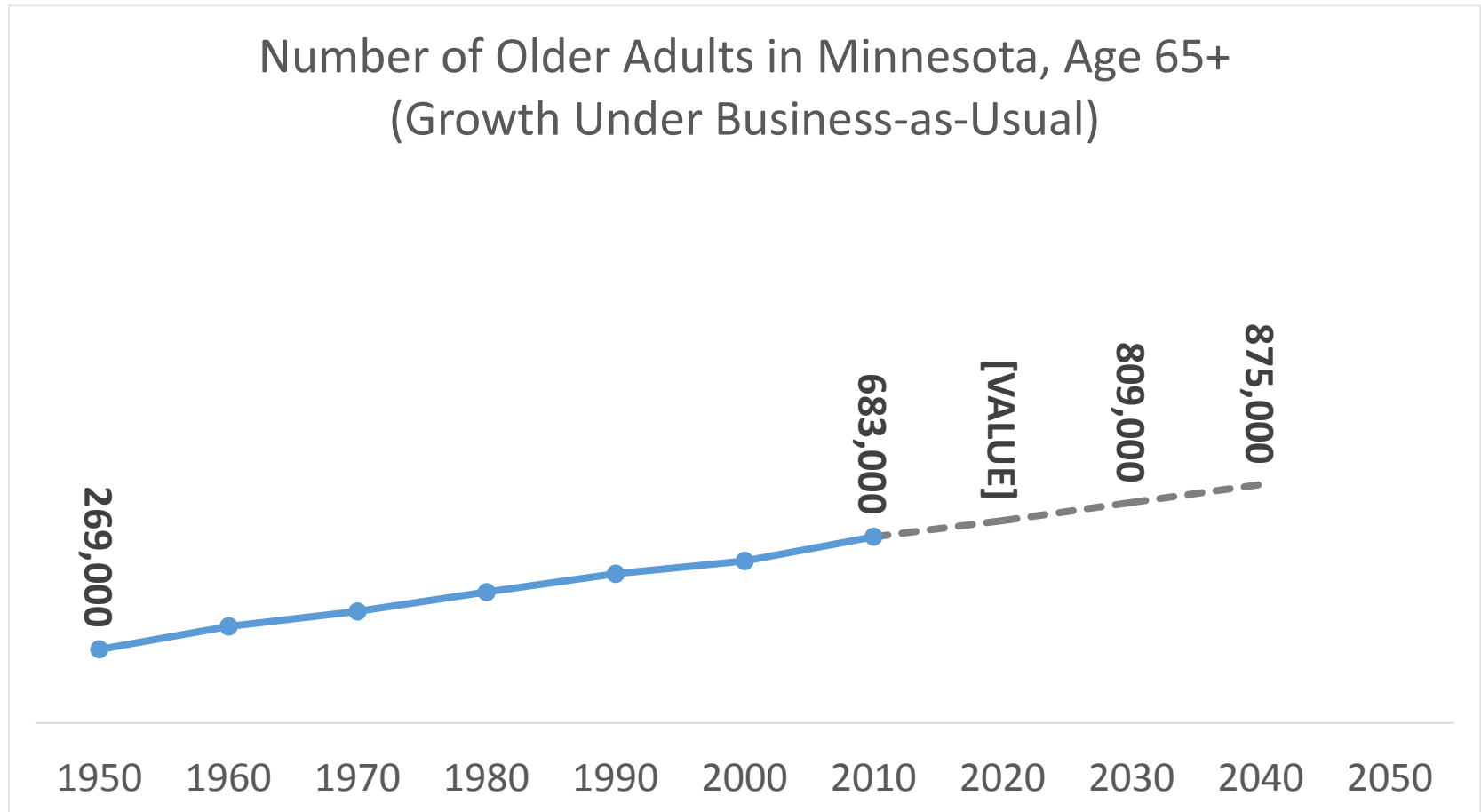
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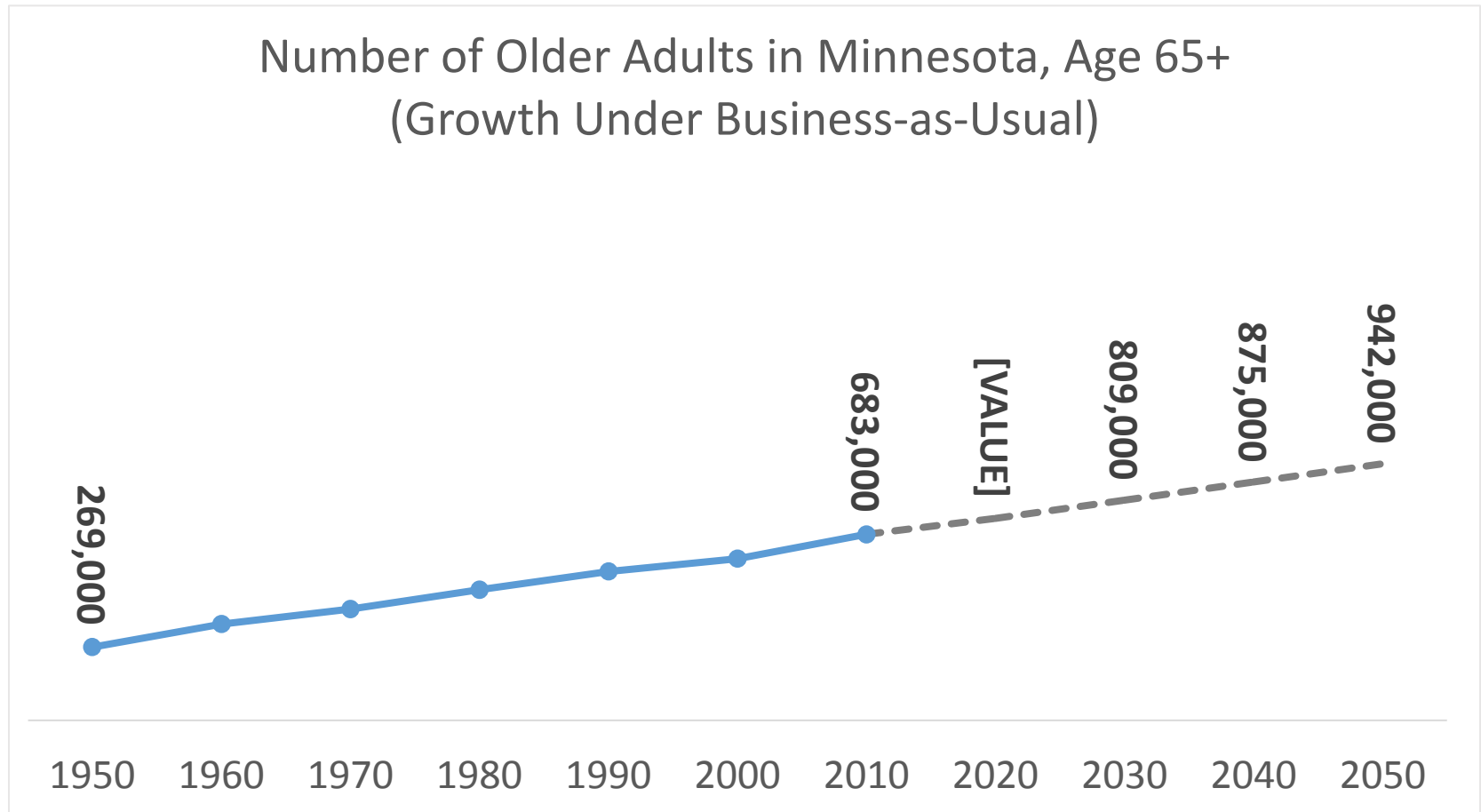
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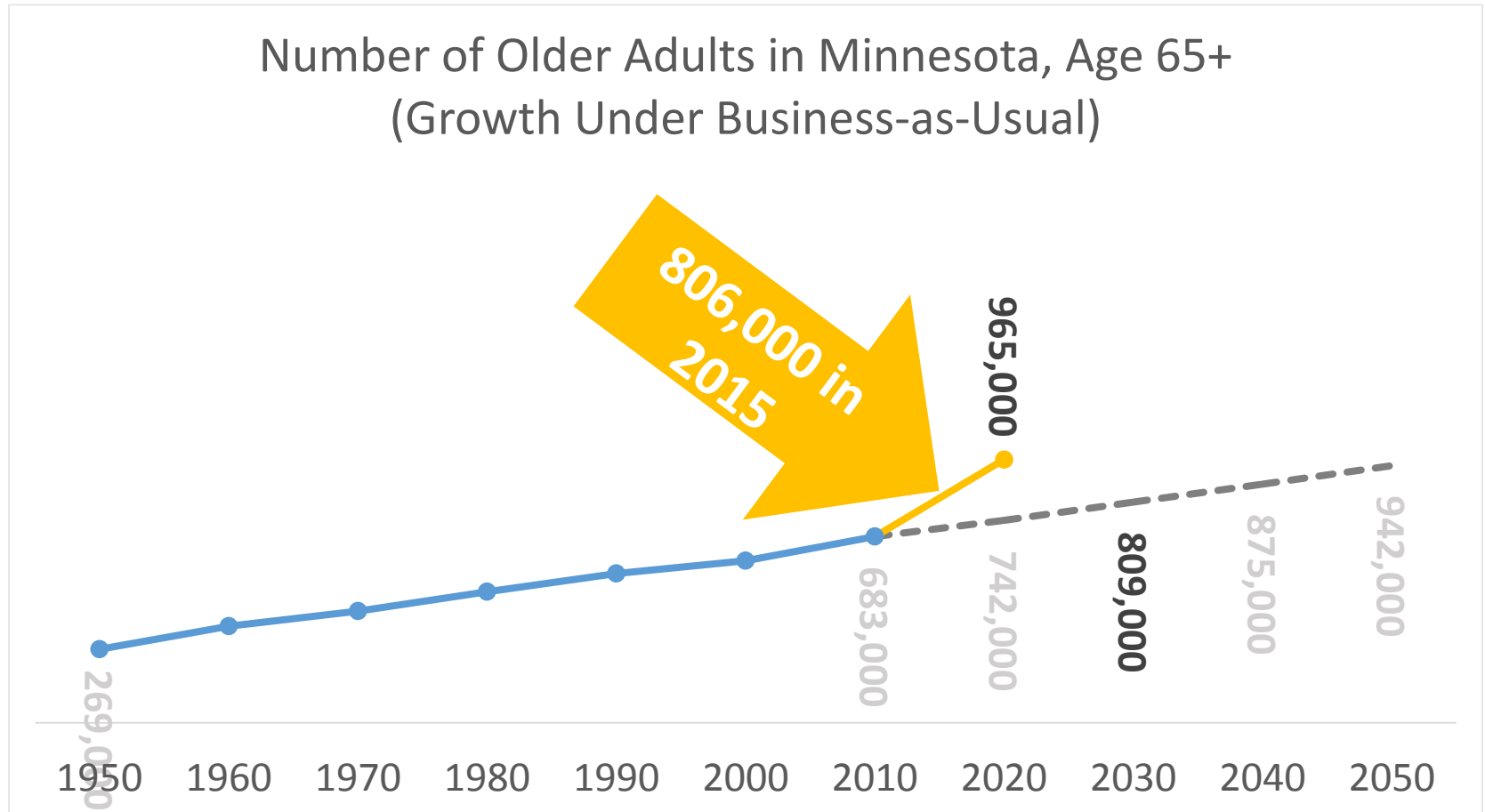
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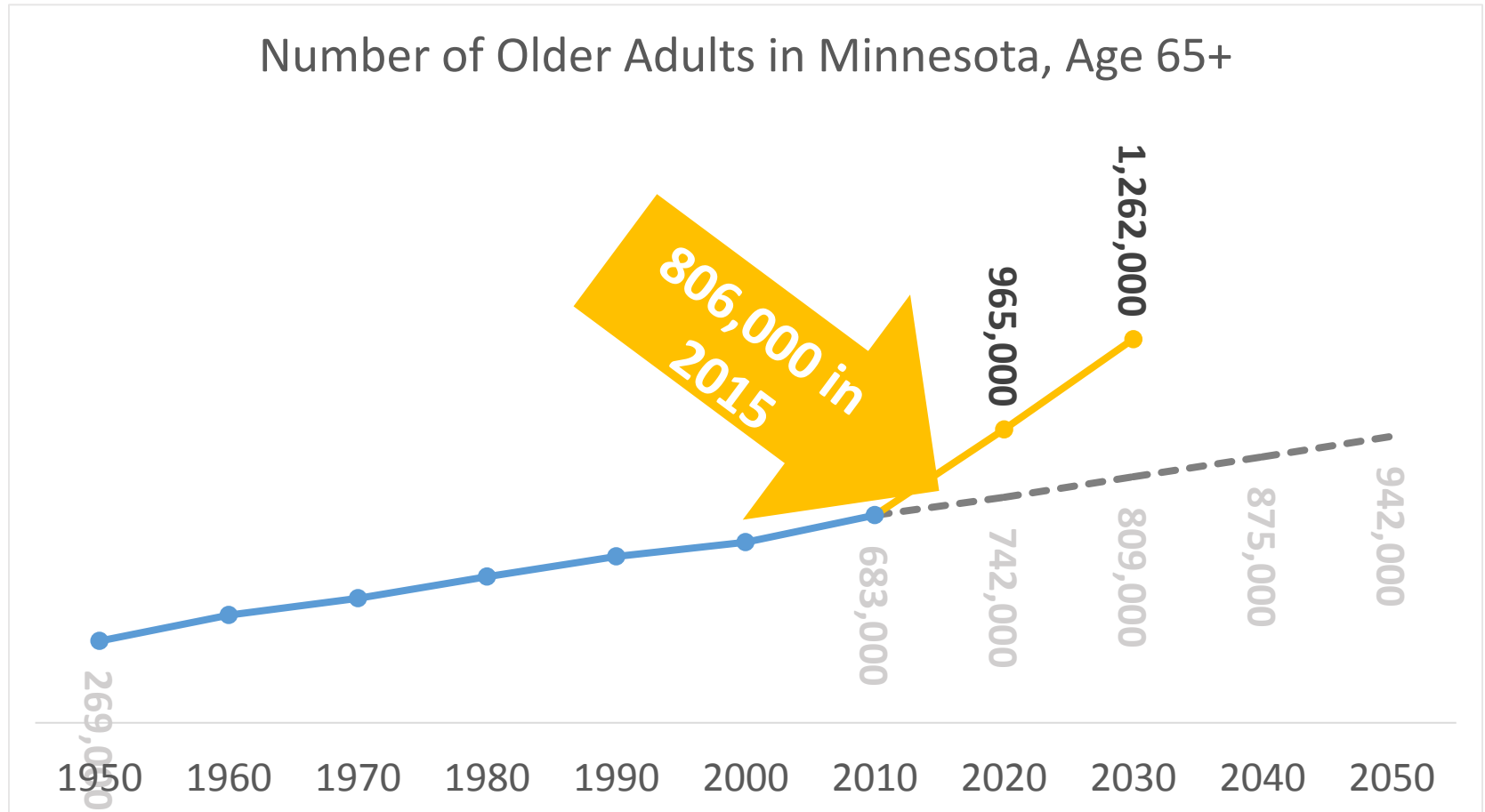
Source: U.S. Census Bureau

Minnesota has already begun the transition to an older state

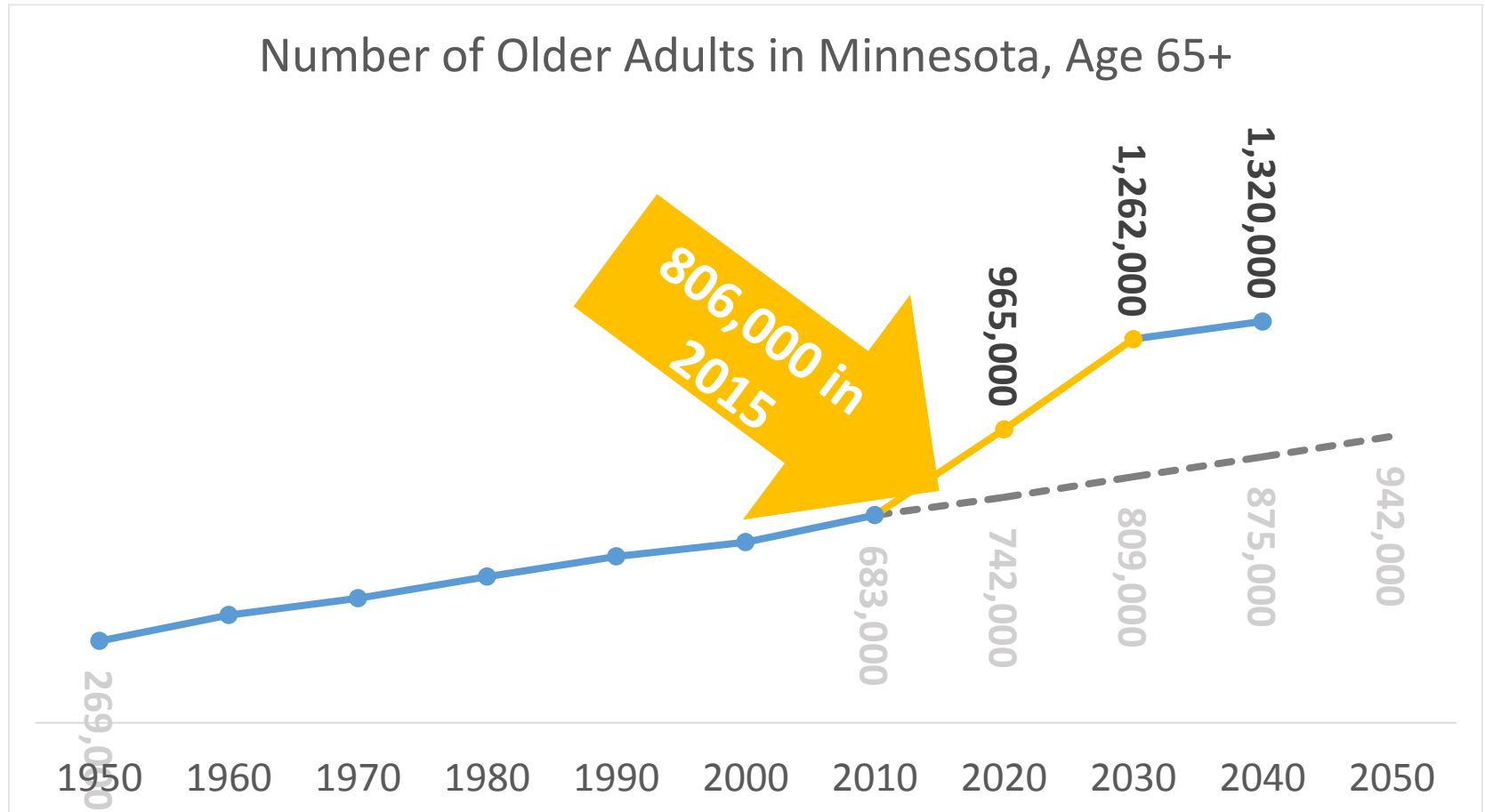


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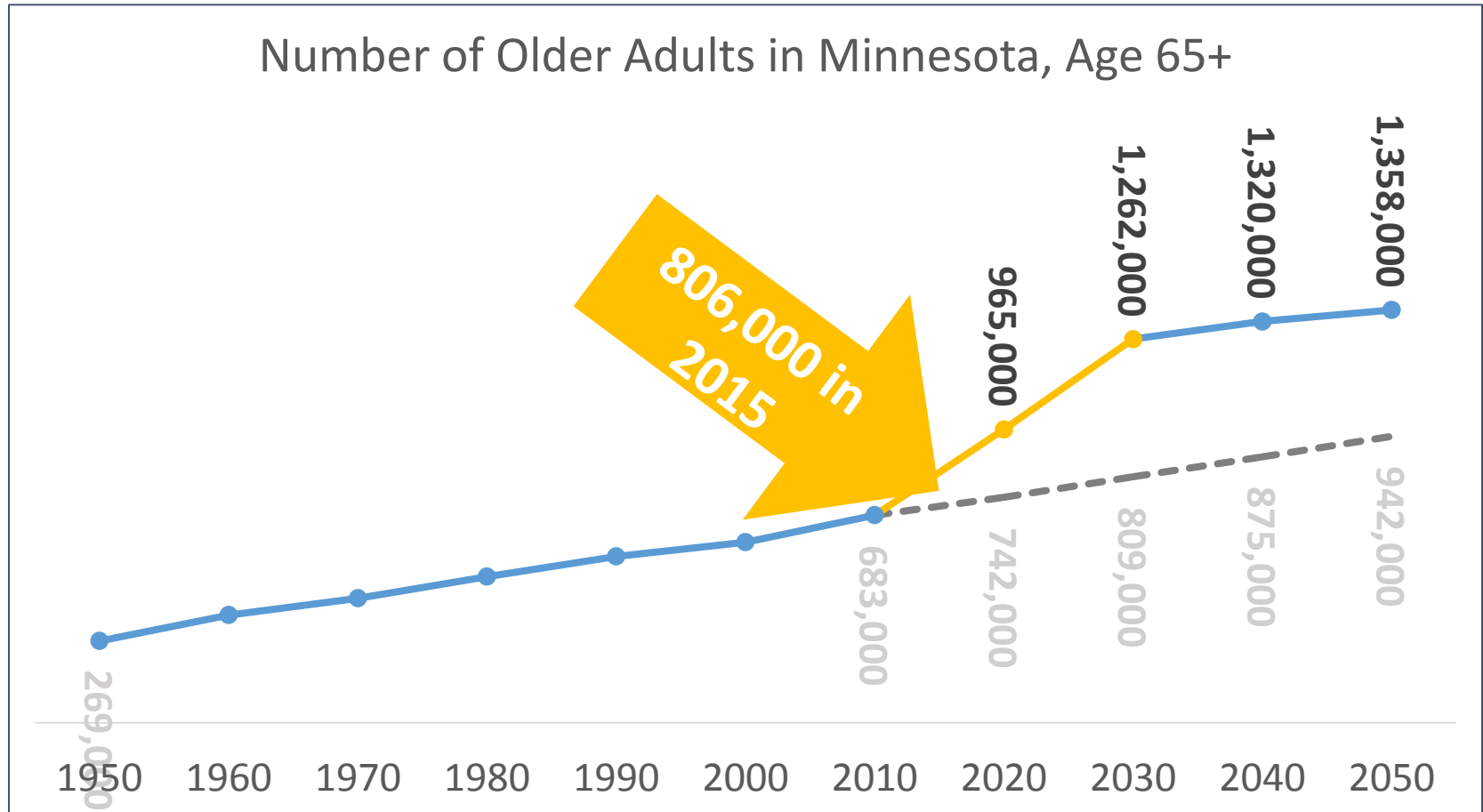


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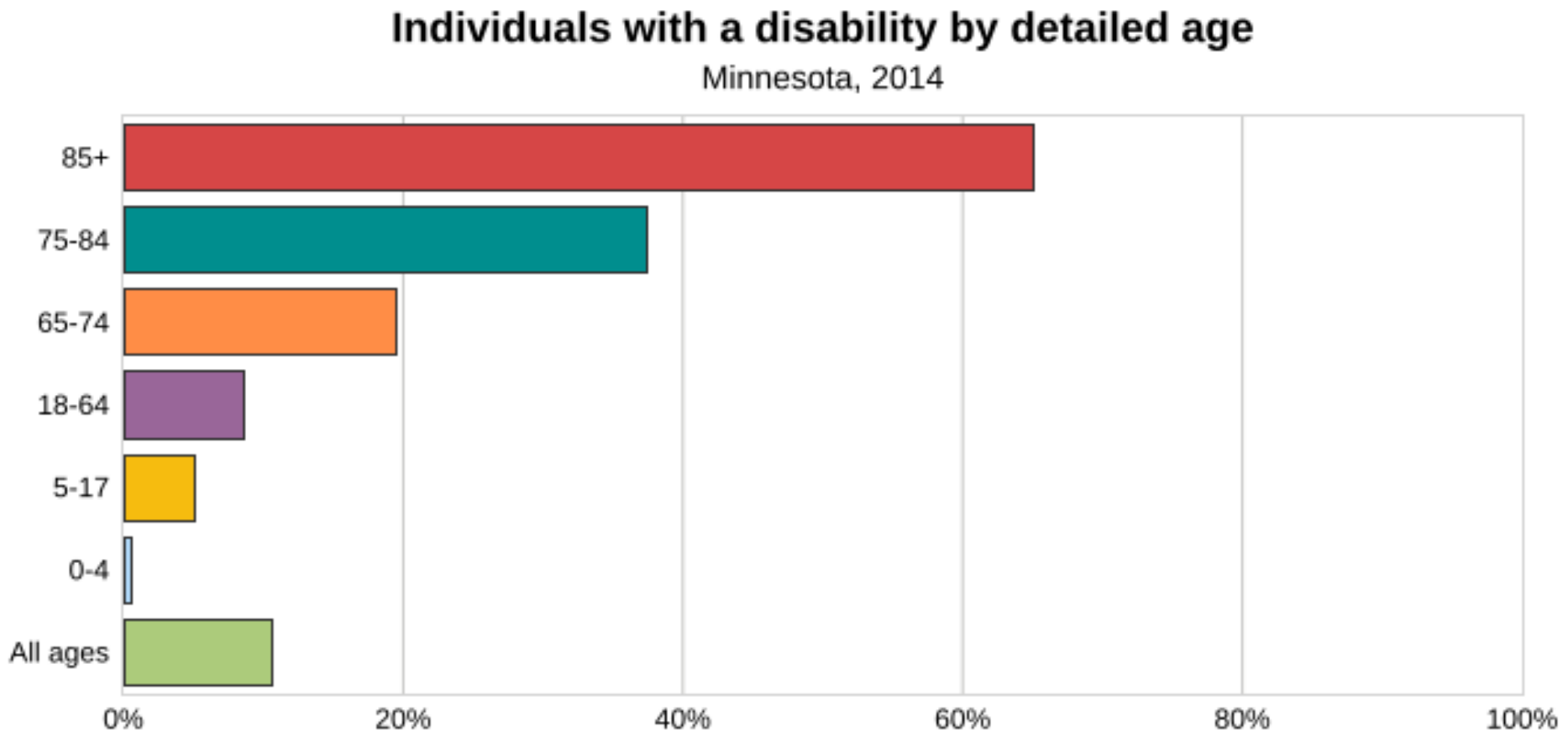
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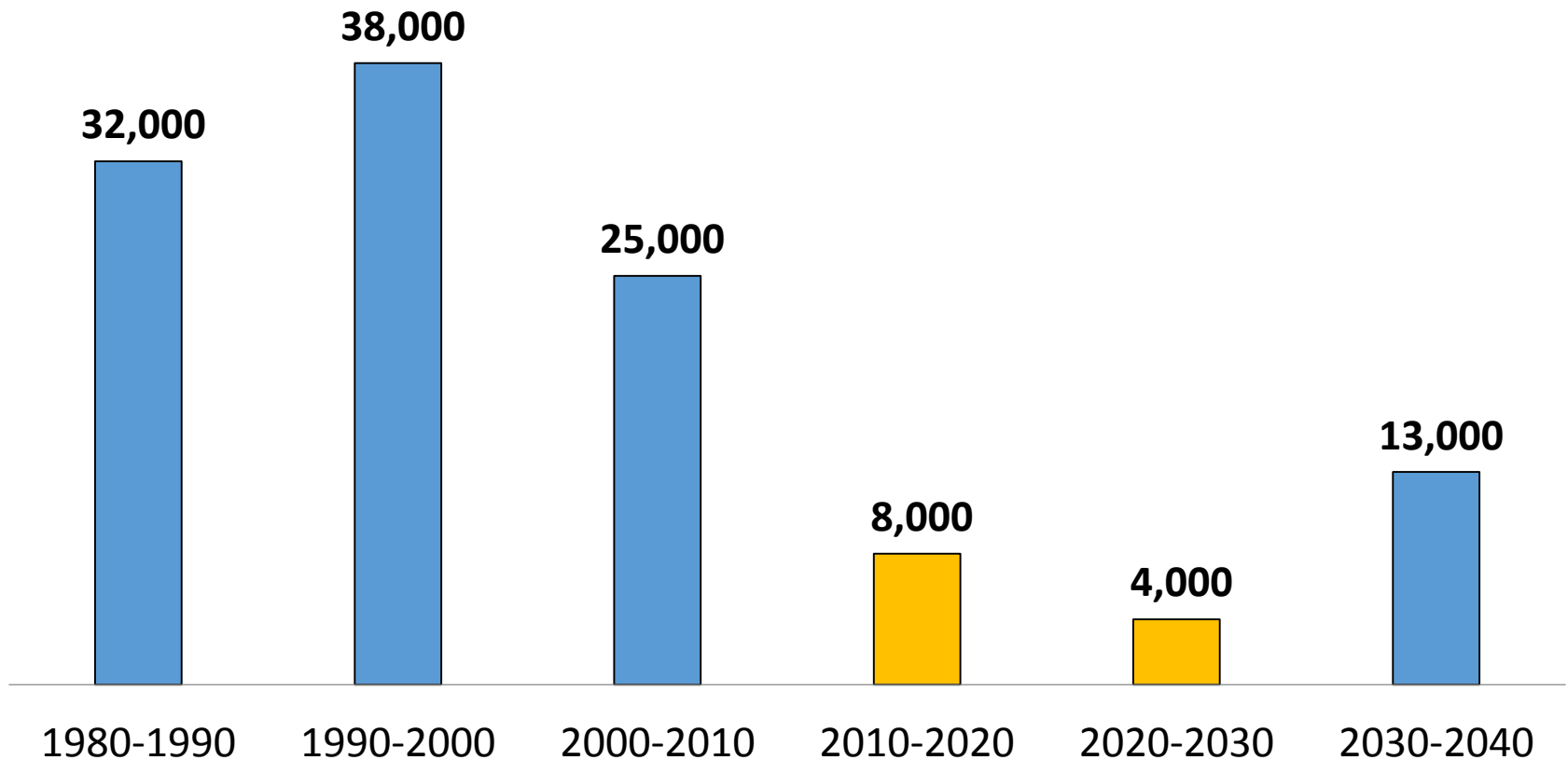
612,000 or 11.3% of all MN residents have a serious disability



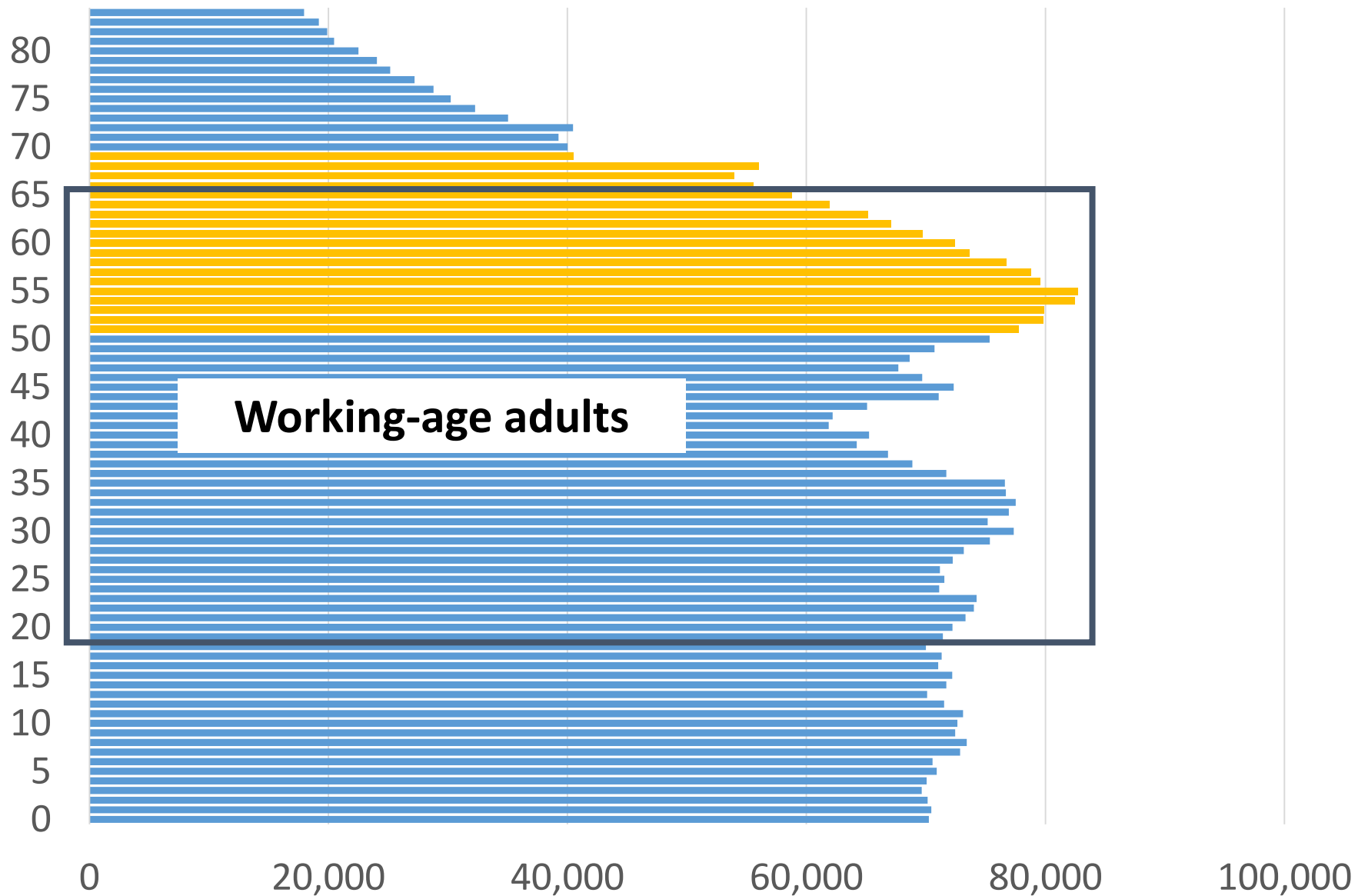
Source: MN Compass from U.S. Census Bureau data

Projected Growth in Labor Force

Annual Average, Ages 16+



Source: U.S. Census Bureau, Minnesota State Demographic Center Projections



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And so...

- More older adults will **increase the need** for direct care/support workers. At the same time, Baby Boomer retirements will **increase the competition** for workers.
- We are already **beginning to experience** slower labor force growth.
- MN will **remain** an older state into the foreseeable future. The challenges you are experiencing now are likely to be here for a while. We need to **realign** our policies to our new demographic reality.



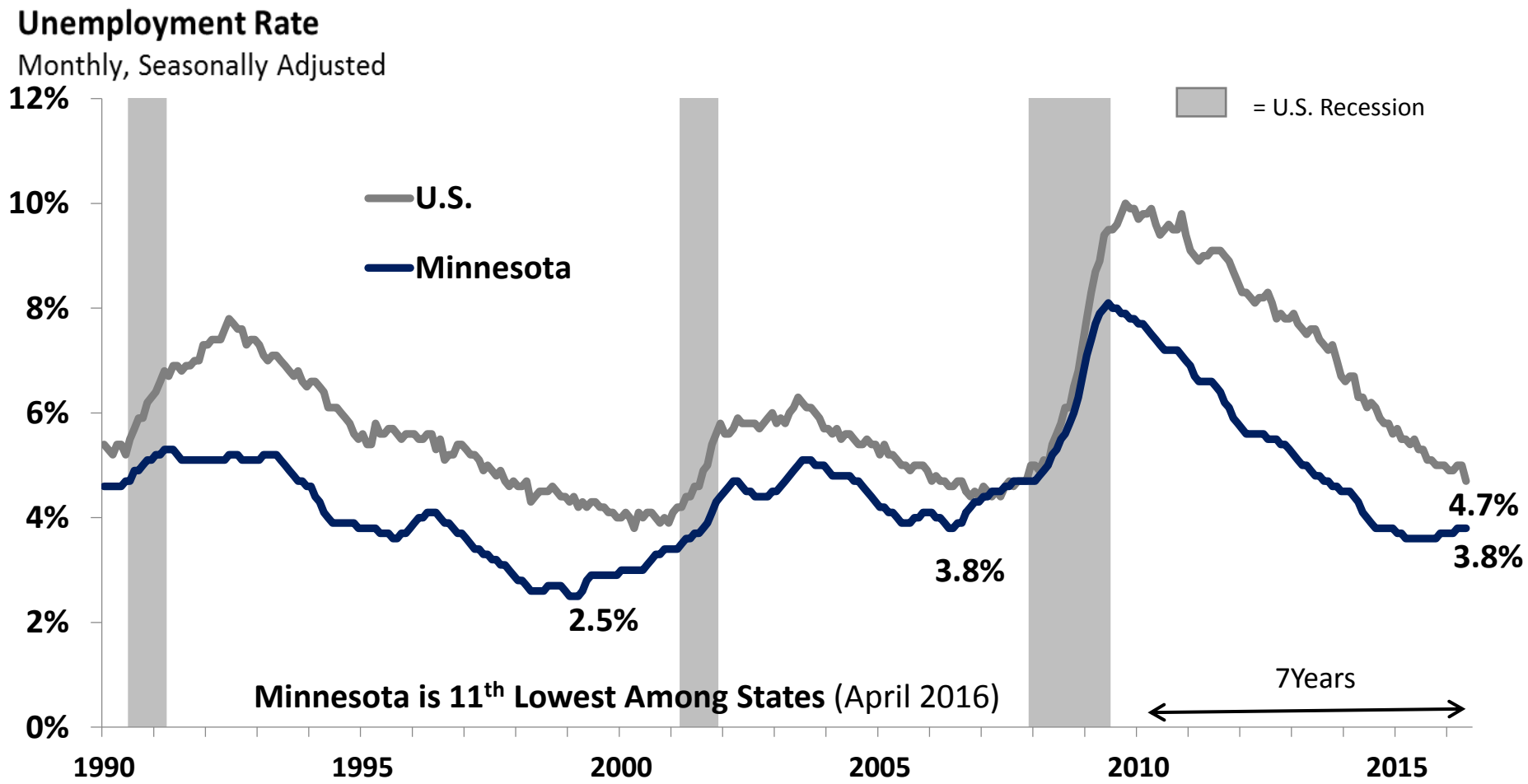
Laura Kalambokidis
Direct Care Workforce Summit
July 26, 2016
Brooklyn Center, MN

Minnesota's Labor Market

MINNESOTA MANAGEMENT & BUDGET
MMB.STATE.MN.US

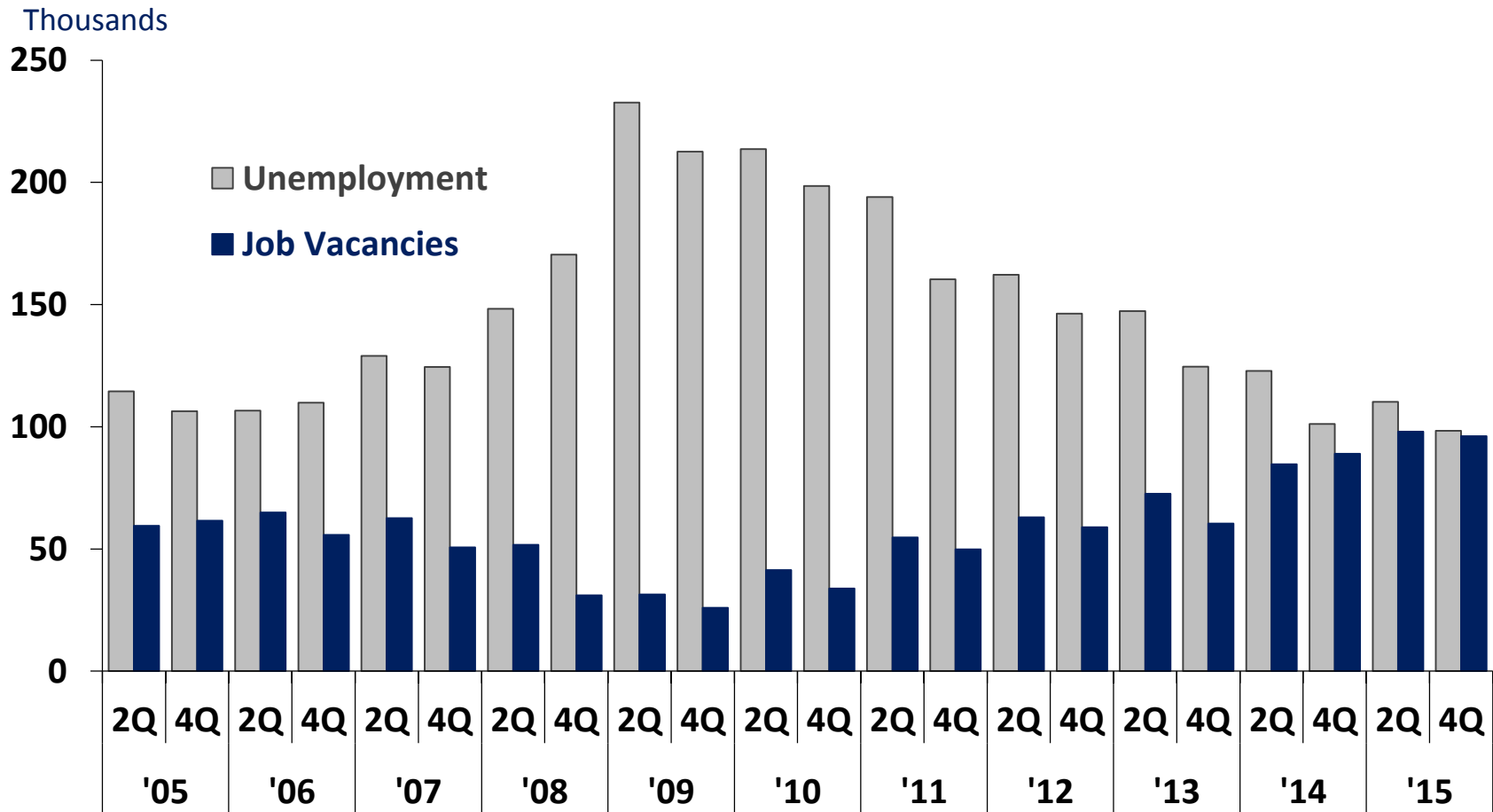


Minnesota's unemployment rate remains below the U.S.



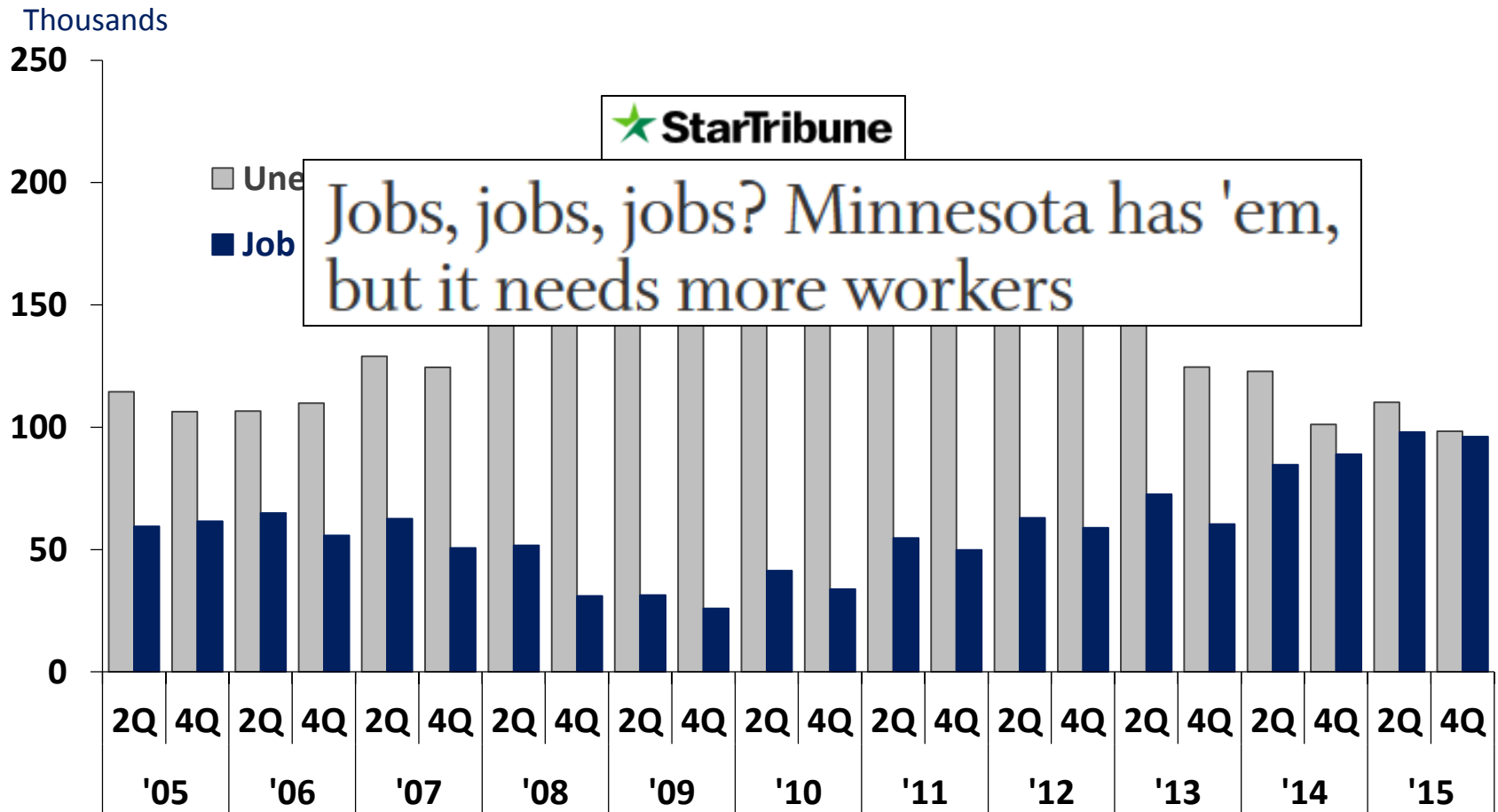
Source: MN Department of Employment and Economic Development (DEED)

Low unemployment, high demand for labor



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Little slack in state's labor market

percentage	U.S.	Minnesota
Unemployment rate	4.7	3.8
Un- + underemployment rate	9.3	8.0
Unemployed/job vacancies	1.4	1.0
#Employed /population 16+	59.7	68.3
Labor force participation rate	62.6	71.0
(April 2016, not seasonally adjusted. Source BLS and MN DEED)		

Highest
among
states

Hennepin County finding new ways to fill rash of upcoming job openings

As retirement jobs, diversification

Help wanted: Jobs aplenty at stores, restaurants, hospitals

Transit agencies face bus driver shortage

Minnesota tech hiring grows in 2015, more help wanted

Labor shortage is already felt in southeastern Minnesota

Help wanted in Willmar, beyond

Direct Care/Support Occupations

Labor Market Information, Minnesota

Occupation	2015 Median Wages	Number Vacancies 4 th Qtr 2015	Vacancy Rate 4 th Qtr 2015	Share Vacancies Part-time	Projected Openings 2014 to 2024	Share Minority
Total, All Occupations	\$18.88	96,114	3.6%	37%	860,360	12.5%
Licensed Practical & Vocational Nurses	\$20.68	1,418	8.0%	46%	7,200	9.3%
Home Health Aides	\$11.99	743	2.5%	68%	16,190	23.2%
Nursing Assistants	\$13.52	2,522	8.6%	59%	9,180	23.2%
Personal Care Aides	\$11.26	2,367	3.9%	61%	21,700	24.8%
Social & Human Service Assistants	\$15.70	467	3.1%	35%	7,550	17.3%

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Low median wage
Large share of part-time vacancies
Large share of minority workers

Implications of a seller's labor market

- Industries **compete** for workers.
- Some positions go **unfilled**.
- Employers get **creative** to find, train, and retain workers.
- Job-seekers/switchers can be **picky**.
- Employers adopt **productivity**-enhancing technology, training, approaches.
- Pressure for **compensation** to increase.